

**WORK SESSION
OF THE BRIGHAM CITY COUNCIL
OCTOBER 21, 2008
4:00 P.M.**

PRESENT:	Lou Ann Christensen	Mayor
	Bruce Christensen	Councilmember
	Scott Ericson	Councilmember
	Reese Jensen	Councilmember
	Ruth Jensen	Councilmember
	Bob Marabella	Councilmember
ALSO PRESENT:	Bruce Leonard	City Administrator
	Dennis Sheffield	Director of Finance/Deputy City Recorder
	Alan Wright	Director of Public Power
	Mark Bradley	City Planner
	Jason Ketsdever	Shop Supervisor
	Tom Peterson	Building Inspector
	Alan Wright	Director of Public Power
EXCUSED:	Mary Kate Christensen	City Recorder

Tom Peterson, representing the Employee Coordination Committee, stated that they sent out another survey. Results were provided to the council. They only received 101 surveys back.

Mr. Peterson read from an article from *ConsumersAffairs.com* entitled "Utah Shifts to 4-day Work Week." The article says "that nine out of 15 largest cities in Utah offer an alternative work schedule. A trend that is increasingly prevalent across the country. of these cities, the 4-day work schedule is the most common. More than 60% of 4-day work week employees reported higher productivity."

Mr. Peterson contacted Morgan County, State of Utah, West Valley, Draper, Ogden City and North Salt Lake City. In most of these cities every department works their own schedule. Draper City works a flex schedule where they do not have a set schedule.

Councilmember Erison said he did not want to make a change that will decrease services to the citizens. He felt each director should be allowed to choose what will work best for their department, as long as it does not sacrifice service to citizens and accessibility to City services. Councilmember Ruth Jensen agreed, adding that the directors know their departments and the council should allow them to be flexible. Councilmember Marabella disagreed, explaining that there should be a basis of consistency so it is fair and consistent with all employees. It would be difficult to tell one department they can work 4-10s and another department they cannot. It would be based on the discretion of the supervisor and not what is best for all City employees consistently.

There was some discussion on whether a 4/10s schedule would increase overtime. Mr. Peterson said the only way to determine this is to try it for six months.

Councilmember Marabella expressed concern with whether this will have an affect on the citizens. Councilmember Christensen said that would be difficult to measure, unless the City tries this schedule and then there are a lot of complaints from the citizens.

Councilmember Reese Jensen said there is no "one-size-fits-all" solution to this request and as the department managers are competent people, they should be left to run their departments how they know they need to be run. He was concerned with the council trying to manage departments. However, he felt the council could set some guidelines. For example, have the departments have the option of either staying with 5/8s or changing to 4/10s or 5-4/9s and determining which of those schedules fit their department the best. He suggested the department managers discuss this with their employees so they have an opportunity to give input because in the end, the employees are who will have to make it work. After those guidelines are set, he recommended allowing the departments the flexibility to implement the option that is best suited for them to perform their assigned mission.

MOTION: Councilmember Reese Jensen made a motion that the Mayor and Council set guidelines defining the various work schedule options (5/8s, 4/10s, 5-4/9s) with each department having the flexibility to implement the option best suited to perform their assigned mission. In order to change from the existing work schedule departments must be able to show:

1. no increase in cost (to address the overtime issue) and preferably is a cost savings;
2. the ability to maintain and/or improve the level of service that the organization is currently providing;
3. identify any intangible benefits, such as an increase in employee, more convenient for childcare;
4. once the departments identify which of those work schedules they would prefer, those recommendations will be reviewed by the Personnel Committee and the Personnel Committee will review the recommendations to verify compliance with the guidelines, synergy between all of the organizations;
5. the ability to administer it, which goes back to the accounting aspect because the burden will fall back to the accounting organization to keep it all straight;
6. the new schedules will be for a trial period of six months, at which time the issue will come before the Council for review.

Scott Ericson commented that each of the departments have an Administrative Secretary. It may take some training but they would be very familiar with what their department schedule is and they would be able monitor that.

Dennis Sheffield commented that if every department had their own schedule it would create a problem in doing the payroll until all the problems are worked out. Mr. Peterson commented that the biggest problem would be with the 5-4/9 schedule. Mr. Sheffield said there would be a learning curve for quite a while but anything is possible.

The motion was seconded by Councilmember Ericson.

Mayor Christensen expressed concern with service to the citizens and closing on Fridays. She said she would be more open to the other two options rather than the 4/10 work week. Councilmember Ericson said this goes back to Councilmember Reese Jensen's point of not compromising service, and this compromises service. Not having employees available on Friday compromises service. Mr. Ketsdever felt this should be left to the department managers. There are some departments that could work the 4/10 work week and not compromise service.

The motion was seconded by Scott Ericson with the following vote:

Councilmember Christensen - aye
Councilmember Ericson - aye
Councilmember Reese Jensen - aye
Councilmember Ruth Jensen - aye
Councilmember Marabella - aye

The council gave the Employee Committee 30 days to gather the information from all the departments and have a meeting on December 1, 2008.

Mr. Leonard said it would be better to begin the new schedules on January 1, 2009 because any departments that change to the 4/10 schedule will have to give up a paid holiday. Mr. Sheffield said it would be better for Payroll if it started the first pay period in January. The Council agreed.

Discussion on Ruby Pipeline

Messrs. Loren Lechner, Mike Zuhall and Dave Smith from El Paso Corporation came to the table. Mr. Lechner stated that Cache County passed a resolution opposing the Ruby Pipeline Project before El Paso even had a chance to talk to them. The County is not trying to rescind that resolution. A large part of that is because El

Paso has been pro-active in working with all regional governments and working with property owners to solve issues that arise.

Mr. Lechner said there are a few corrections in the letter to the Federal Energy Regulatory Commission being proposed for approval at the next council meeting.

1. El Paso is two words - El Paso.
2. It is not El Paso Natural Gas Company but El Paso Corporation. They are sponsoring the pipeline and Ruby is its own LLC.
3. The 2nd paragraph talked about Brigham City's elected have focused on developing strong infrastructure. He commended the City for that and asked the council to rethink the purpose of this paragraph entirely to support the Ruby pipeline infrastructure as well.
4. Toward the bottom of that same paragraph it states, "However Ruby River Pipeline's proposed alignment through our City will adversely impact existing and planned infrastructure developments to support business such as these and others who might consider locating here. The infrastructures directly impacted are: culinary springs and wells, power transmission lines, storm water detention basins, roads, trails and urban developments."
5. The next paragraph talks about seismic. Mr. Lechner said Ruby has concluded work on geotech on the vault directly affecting Brigham City. They are currently gathering the information. They are happy to share this information with the City. Mr. Lechner said when any infrastructure is laid and it is known it will be crossing a vault line, it is better to get as much information as possible. Because of that, they have brought in third party experts to evaluate the situation in Brigham City. When El Paso builds their line it is built in a trench. The trench will be 42" in diameter. It is steel, the walls of the pipeline will be a little over 1/2" thick. Steel has a very tensile strength and can be bent very easily. Once there is an understanding of the nature of the vault, the process to correct that or to compensate for any potential slippage or shearing is to make the ditch significantly larger, wide enough to compensate for what they estimate to be the shearing and slippage. There will be two pitch points so if the earth moves the pipe stays where it is because it is in a wide opening and go move back and forth while the ground is moving around it. Mr. Lechner stated that El Paso has over 43,000 miles of pipeline they have built and operated since 1928, across the United States, which includes hundreds of thousands of vault zones. To his knowledge they have never had a pipe burst because of a vault line crossing. They take this very seriously.

Mr. Ken Jensen explained the time line of the pipeline. The application will be submitted to the Federal Energy Regulatory Commission (FERC) in January 2009. FERC will review the information and will have additional scoping and comment periods on their environmental impact statement. This takes about a year. They expect to receive a decision in the Spring of 2010. If it is favorable they will begin construction in April/May 2010. There will be seven construction segments, with between 500-600 crew members. These crew members will require housing, food, beverage, gasoline, medical services. It is an immediate and short-term economic benefit to the community. They will be working approximately nine months. They typically spend \$3,000 per month per worker in the community.

Mr. Lechner indicated on a map where they originally planned to construct the line; however, after listening to staff's concerns with Flat Bottom Canyon they worked diligently to find an alternative route on the southern side of Flat Bottom Canyon. He indicated on a map the new route.

When construction begins, there will be a lot of construction equipment in neighborhoods. They are trying to get access through the gravel pit to minimize construction traffic through the school zone. They are willing to work with the City to develop traffic plans and safety plans.

If Brigham City wants to interconnect to the line at the time of construction, that can be done. They would not charge for the stub, but at the time Brigham City was ready to hook up to it there would be equipment costs. Mayor Christensen said this is something that might be needed in the distant future for energy needs. She asked if they would be willing to negotiate the cost. Mr. Lechner said this is possible.

Mr. Lechner said they are always open for input and suggestions. He asked the council not to go forward with the resolution against the Ruby pipeline and asked that the council not send a letter of unsupport to the FERC. He is not asking the City not to communicate with FERC, but asked that the letter be reworded to be less harsh insofar as what they have done in the community. The letter indicates that they have not worked with the community and they feel they have.

MOTION: Councilmember Ericson said he is confident El Paso has done everything they can to provide Brigham City with information. He made a motion that since they are the experts at building the line that the council not send either a letter or a resolution to FERC. The motion was seconded by Councilmember Marabella. Councilmember Reese Jensen asked if the City has communicated with FERC up to this point. Mr. Leonard replied that a letter was sent outlining the City's environmental concerns. Voting was unanimous.

The meeting adjourned at 5:50 p.m.